

equitablesolutions

for One Minneapolis

Racial Equity Assessment

Racial Equity is achieved when everyone has access to the opportunities necessary to satisfy their essential needs, advance their well-being, and achieve their full potential. Often institutional structures unintentionally allow disparities to persist. By focusing on racial equity, the City of Minneapolis can address the City's worst disparities while developing a permanent shift towards fairer practices that benefit everyone. Incorporating racial equity into City operations and services lets us more equitably serve our increasingly diverse community.

The Racial Equity Assessment is designed to evaluate City processes, procedures, programs, policies, projects, and initiatives with the goal of eliminating racial disparities internally and externally in the city of Minneapolis.

This assessment offers a suggested framework that will direct our work to be racially equitable. The guide is categorized in the following sections:

Sections	Racial Equity Assessment
Section I	What are you trying to do?
Section II	What do you know?
Section III	Have you engaged community in your process?
Section IV	How will you hold yourself accountable?
Section V	What are your intended outcomes?

If you have any questions or concerns at any point while using this guide, contact a member of the [Racial Equity Team](#).



Section I What are you trying to do?

This section will help you outline your overall vision and align your goals to increase racial equity.

1	Title of Proposed action:
2	Description (describe the overall short term and long term goals of your project/program):
3	What opportunities exist to increase racial equity:
4	Identify other departments that will be involved in the implementation of your proposed action:
5	<p>Does your proposed action impact (select all that apply):</p> <ul style="list-style-type: none">1. Employment/Workforce Equity <input type="checkbox"/>2. Procurement/Contracting Equity <input type="checkbox"/>3. Community Engagement/Inclusive Outreach <input type="checkbox"/>4. Other (i.e. Housing, Health, Environment, Criminal Justice, Community Development) <input type="checkbox"/>

Section II What do you know?

This section will guide data collection which will help inform impacted communities.

1	What is the geographic extent of your proposed action: 1. Citywide <input type="checkbox"/> 2. Neighborhood <input type="checkbox"/>
2	Identify all neighborhoods that apply (see map):
3	What are the racial demographics of those living in the area and/or those impacted by the issue (see neighborhood profiles):
4	Using the Racial Equity Toolkit Resources, what does the existing data tell you about existing racial inequities:
5	What are the root causes or factors creating these racial inequities (Examples: Bias in process; Lack of access or barriers; Lack of racially inclusive engagement):

Section III Have you engaged community in your process?

This section will help you to actively engage community members and stakeholders.

1	Have you engaged community members and stakeholders using the Core Principles of Community Engagement ?
2	What does the community need to know about this proposed action:
3	How will the proposed action increase or decrease racial equity:
4	How will the proposed action burden or benefit the community (concerns, facts, potential impacts):
5	What do your conversations with stakeholders tell you about existing racial inequities? What are the root causes or factors creating these racial inequities (e.g. lack of trust in law enforcement, nepotism, lack of public will, poverty, etc.):
6	What are ways to minimize any negative impacts (harm to communities of color, increased racial disparities, etc.) that may result:
7	What strategies of your proposed action address root causes of inequity: How will you partner with stakeholders for long-term positive change:

Section IV How will you hold yourself accountable?

This section will guide you to proactive accountability.

1	How will you evaluate progress and be held accountable for your actions:
2	How will you report impacts on racial equity over time:
3	What is your goal and timeline for eliminating racial inequity once the proposed action has been implemented:
4	How will you retain stakeholder participation and ensure internal and public accountability:
5	How will you continue to raise awareness about racial inequity related to this proposed action:
6	What is unresolved and what resources/partnerships do you still need to make changes:

Section V What are your intended outcomes?

The results should be racially equitable after every step of the guide is completed. If there are still areas of concern, you should contact the Racial Equity Team or Employment Equity Division in the Department of Civil Rights. In this section, you will determine if your results are advancing racial equity in Minneapolis communities.

1	What intended outcomes do you expect to achieve with your proposed action:
2	How will you address the impacts (including unintended consequences) on racial equity:
3	If impacts are not aligned with desired community outcomes, how will you realign your work:
4	What strategies of your proposed action address immediate impacts on racial equity:
5	What parts of your proposed action can be replicated to contribute to other efforts to advancing equitable solutions in the City of Minneapolis:

Glossary

Accountable

Responsive to the needs and concerns of those most impacted by the issues you are working on, particularly to communities of color and those historically underrepresented in the civic process.

Adverse Effects

The totality of significant individual or cumulative human health or environmental effects, including interrelated social and economic effects, which may include, but are not limited to: bodily impairment, infirmity, illness or death; air, noise, disruption of community cohesion or a community's economic vitality; destruction or disruption of the availability of public and private facilities and services.

Community Outcomes

The specific result you are seeking to achieve that advances racial equity.

Contracting Equity

Efforts to achieve equitable racial outcomes in the way the City spends resources, including goods and services, consultants and contracting.

Cultural Competence

The integration and transformation of knowledge about individuals and groups of people into specific standards, policies, practices, and attitudes used in appropriate cultural settings to increase the quality of services; thereby producing better outcomes.

Discrimination

The treatment or consideration of, or making a distinction in favor of or against, a person or thing based on the group, class, or category to which that person or thing belongs rather than on individual merit.

Equity

Just and fair inclusion. It is the guarantee of fair treatment, access, opportunity and advancement for all while at the same time striving to identify and eliminate barriers that have prevented the full participation of some groups.

Immigrant and Refugee Access to Services

Government services and resources are easily available and understandable to all Seattle residents, including non-native English speakers. Full and active participation of immigrant and refugee communities exists in Minneapolis's civic, economic and cultural life.

Inclusive Outreach and Public Engagement

Processes inclusive of people of diverse races, cultures, gender identities, sexual orientations and socio-economic status. Access to information, resources and civic processes so community members can effectively engage in the design and delivery of public services.

Glossary

Individual racism

Pre-judgment, bias, stereotypes about an individual or group based on race. The impacts of racism on individuals including white people internalizing privilege and people of color internalizing oppression.

Institutional racism

Organizational programs, policies or procedures that work to the benefit of white people and to the detriment of people of color, usually unintentionally or inadvertently.

Many People, One Minneapolis

A Minneapolis city goal to create an inclusive community in which all people are valued, all communities are engaged, and leadership mirrors the great diversity of our city.

Opportunity Areas

One of seven issue areas the City of Minneapolis is working on in partnership with the community to eliminate racial disparities and create racial equity. They include: Education, Health, Community Development, Criminal Justice, Jobs, Housing and the Environment.

Racial Equity

Achieved when everyone has access to the opportunities necessary to satisfy their essential needs, advance their well-being, and achieve their full potential. To achieve racial equity one must address root causes of inequities not just their manifestation. This includes elimination of policies, practices, attitudes and cultural messages that reinforce differential outcomes by race or fail to eliminate them.

Racial Inequity

When a person's race can predict their social, economic and political opportunities and outcomes.

Stakeholders

Individuals or organizations that are invested in a policy, program, or budget issue and have a stake in what will be done with the results.

Structural Racism

The interplay of policies, practices and programs of multiple institutions which leads to adverse outcomes and conditions for communities of color compared to white communities that occurs within the context of racialized historical and cultural conditions.

Workforce Equity

Ensure the City's workforce diversity reflects the diversity of Minneapolis.

Racial Equity Team Contacts

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